

# RECOVERY WEEKLY CHECK-IN

## WITH DMPED

# Economic Recovery Updates

October 20, 2020

[CORONAVIRUS.DC.GOV/RECOVERY](https://coronavirus.dc.gov/recovery)

**DMPED**  
OFFICE OF THE DEPUTY MAYOR FOR  
PLANNING & ECONOMIC DEVELOPMENT

WE ARE  
WASHINGTON  
GOVERNMENT OF THE  
DISTRICT OF COLUMBIA  
DC MURIEL BOWSER, MAYOR

# Welcome

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**Deputy Mayor John Falcicchio,**  
Planning and Economic Development (DMPED)

# Small Business Brief Advice Legal Clinic

## Speak One-on-One with a Lawyer for Free!

If you're an existing or aspiring small business owner, speak one-on-one with attorneys at this brief advice legal clinic. You can get answers to questions about business formation, contracts, leases, taxes, or any other legal matters related to running a small business!

**Thursday, October 29, 2020**

12 pm – 5 pm

Consultations will take place by telephone or videoconference

**Register now at:** <https://probono.center/Oct29>

Please contact Christine Kulumani at [ckulumani@dcbar.org](mailto:ckulumani@dcbar.org) with questions.



# DC Department of Employment Services Updates

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Dr. Unique Morris-Hughes, Director,  
Department of Employment Services

# DC Labor Market - Current Status

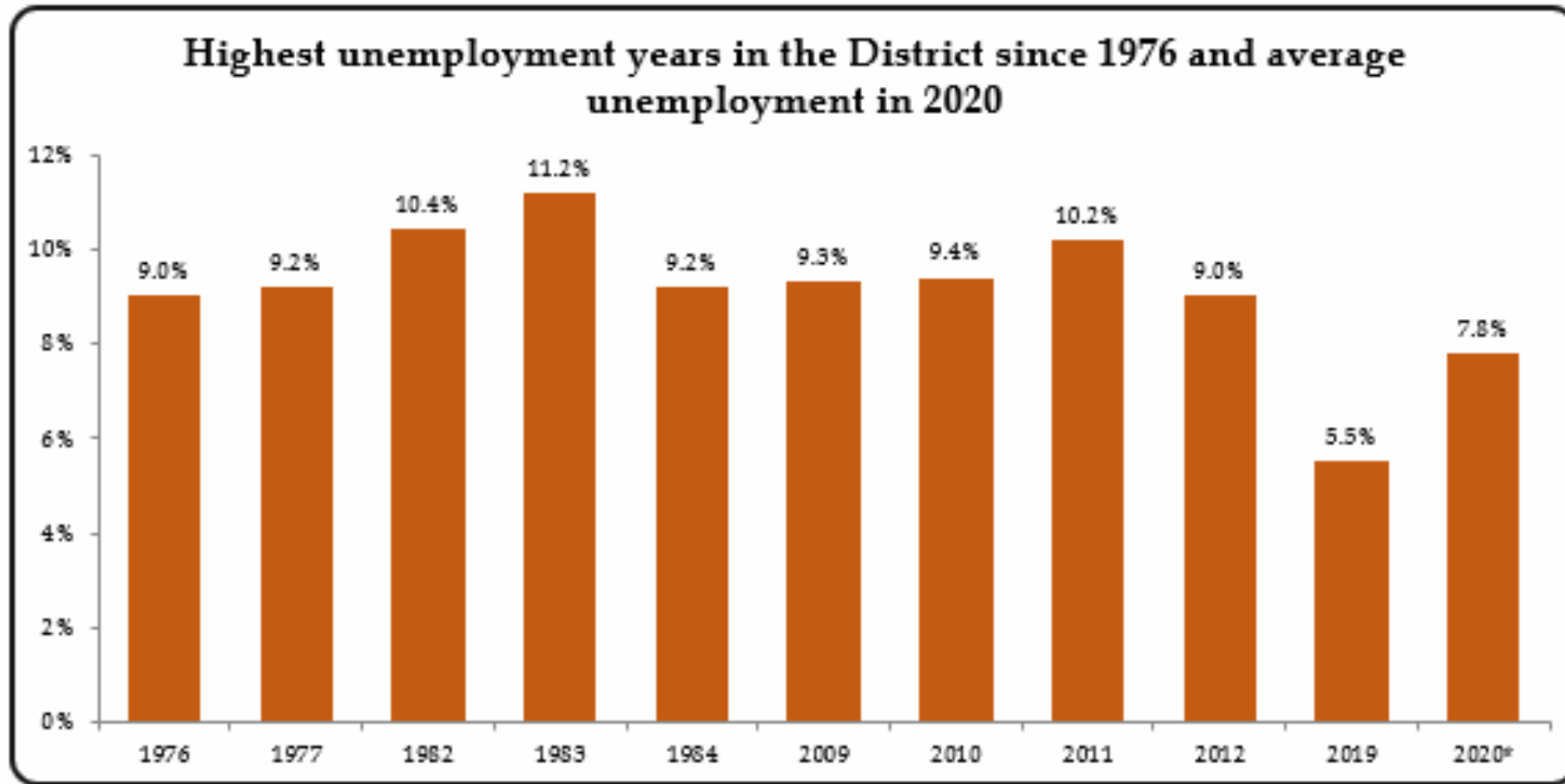
DC Labor Market Indicators				
Metrics	August 2020	September 2020	Change	
Total Jobs	741,000	743,700	2,700	↑
Unemployment Rate	8.6%	8.7%	0.1	↑
Labor Force*	397,600	396,800	-800	↓
Total Employed*	363,400	362,300	-1,100	↓
Total Unemployed*	34,100	34,500	400	↑

Sources: D.C. Department of Employment Services, Office of Labor Market Research and Information in cooperation with the Virginia Employment Commission, the Maryland Department of Labor, Licensing and Regulation, the West Virginia Bureau of Employment Programs, and the U.S. Department of Labor, Bureau of Labor Statistics. Bureau of Labor Statistics (BLS).

Note: Data is seasonally adjusted. August 2020 data is revised and September 2020 data is preliminary.

\*DC Residents

# DC Labor Market – Unemployment Comparison



Source: DOES using BLS data

\*2020 is average from January to August

# Putting the District Back to Work

## Who Are We

The Department of Employment Services provides employers with quality talent through its job placement, training and career development services. Our Office of Talent & Client Services offers businesses in the DC region complimentary services to help meet their workforce development needs.

## What We Do

### Strategy & Planning

Roadmaps to help DC businesses navigate the resources needed to achieve their hiring goals

### Workforce & Human Capital

Tailored services for DC businesses at each stage of business growth

### Recruiting & Hiring

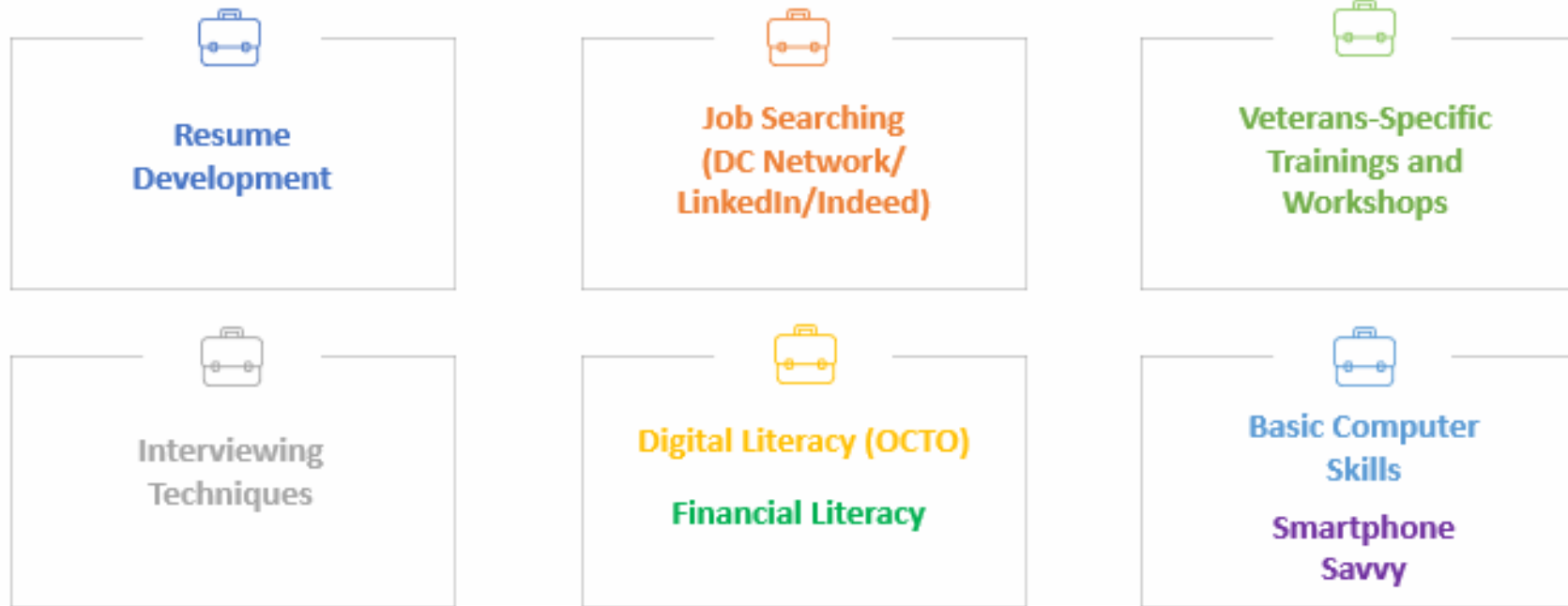
Access to skilled, talented, and diverse applicants in the District through innovative programs and responsive training

## How We Help

The Office of Talent & Client Services provides employers with access to skilled, talented, and diverse applicants in the District through innovative programs and responsive training. Grow your business by emailing [talent@dc.gov](mailto:talent@dc.gov).

# Virtual Training Opportunities

The District utilizes a myriad of resources to reduce the unemployment rate in the District. District residents and businesses can access virtual and some in-person services by visiting [www.does.dc.gov](http://www.does.dc.gov).



Virtual case management services are also available to DC residents seeking employment opportunities. Residents have access to career counseling via telephone and video conferencing, as well as referrals to supportive services that will assist them while pursuing career opportunities.



# Guest Remarks

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**Tom McCullough**, President of McCullough Construction

**Victor P. Holt**, President and CEO, V-Tech Solutions Inc.

# Updates on Workforce Investment Council

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**Ahnna Smith**, Executive Director, Workforce Investment Council

# Role of the WIC in the Workforce Development System

## Leadership

- *Convening, coordination, strategic partnership*

## Oversight

- *Policies and reporting*

## Resources

- *Critical insights and researched guidance*

## Innovation

- *Funding, pilots, continuous improvement of system*

# High-Demand Sectors in Washington, D.C.



IT and Business  
Administration



Construction



Security and  
Law  
Enforcement



Healthcare



Infrastructure  
and  
Transportation



Hospitality

# COVID Recovery Workforce System Priorities

**Conduct labor market scenarios**

Project current and future job openings with a focus on high-demand occupations and pathways to family-sustaining employment.

**Ensure response and reopening of core services**

Reopen critical services for both jobseekers and employers in a virtual posture and in-person when appropriate.

**Support employers through recovery**

Target recovery to meet employer demand through sector strategy, and engagement with employers.

**Integrate supports for workers, especially vulnerable populations**

Serve residents furthest from opportunity by integrating support, including digital equity, and targeting groups facing increased barriers to employment.

**Evolve training/pathways to address business and worker needs**

Adapt current and future training programs to match the skill level of DC residents and to meet the demand from employers. Recruit & support residents in training.

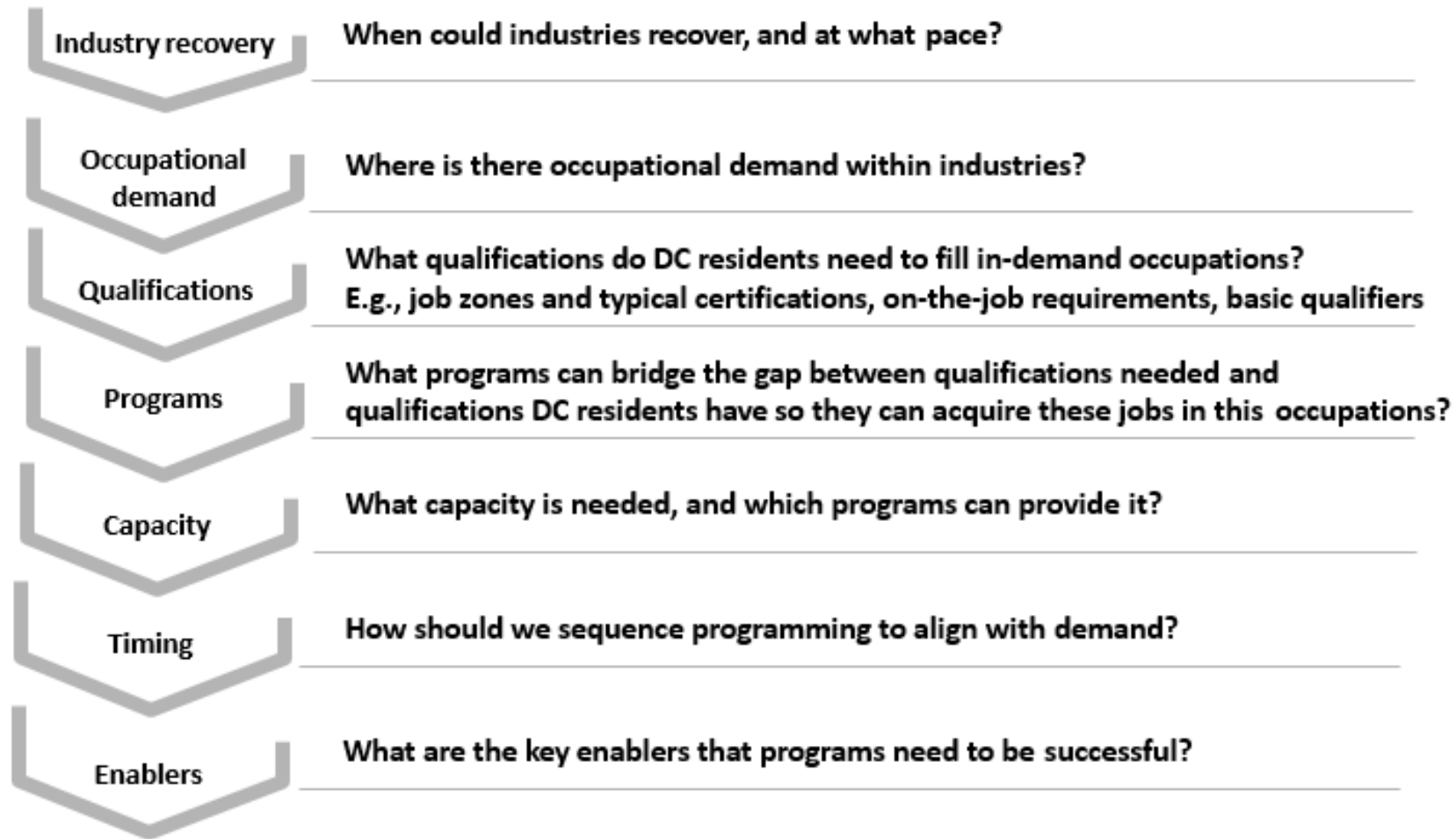
**Enable massive rehiring/rematching to support rapid recovery**

Rehire District residents into jobs as quickly as possible through the implementation of new hiring methods and the scaling of traditional methods.



**Adjust systems and operations, including board engagement and system coordination**

Transform internal and external processes and priorities including philanthropy, policy, technology, and data systems to meet current needs.

# Key Questions We Sought to Answer



# Zone descriptions provided view of high-level requirements for each occupation, as well as their attainability and pathway-ability

OCCUPATIONAL DESCRIPTIONS	Zone 1	Zone 2	Zone 3	Zone 4	Zone 5
Education / Certifications	May require <b>high school</b> diploma or GED	Usually require <b>high school</b> diploma or GED	Often require <b>certification</b> from vocational school, <b>on-the-job experience</b> , or associate's degree	Usually require a four-year <b>bachelor's degree</b>	Often require <b>graduate school</b>
On-the-job requirements	<b>Little to no</b> experience	<b>Some related</b> experience	<b>Previous work-related skill</b> , knowledge, or experience	<b>Considerable amount of work-related skill</b> , knowledge, or experience	<b>Extensive skill, knowledge, and experience</b>
Job Training	<b>A few days to a few months</b> , usually learned on the job	<b>A few months to a year</b> of training, sometimes with apprenticeship or on the job	<b>One or two years of training</b> , both on-the-job experience and informal apprenticeships	<b>Several years of work-related experience</b> or on-the-job training	Assume <b>already have the required skills</b>
Attainability					
Pathway-ability					

Source: ONET, WIC Career pathways



# There are ~30 higher demand occupations; we evaluated them based on demand, wage, and pathway strength

## OCCUPATION PRIORITIZATION

Occupation	(A) Demand	(B) Wage	(C) Pathway strength	Overall	WFH Potential	Primary Industry	Zone
Food Service Mgr	↑	\$30.80	→	↑	→	Foodservice	2
Desk Clerks	↑	\$17.19	→	↑	→	Travel & Leisure	2
Customer Service	↑	\$20.50	→	↑	↑	Retail	2
Teaching assistant	↑	\$16.83	↑	↑	→	Education	3
Registered Nurses	→	\$43.98	→	↑	→	Healthcare	3
Medical Secretaries	→	\$20.67	→	↑	→	Healthcare	3
Medical Assistants	→	\$21.31	↑	↑	↓	Healthcare	3
Web Developers	↓	\$39.73	↑	↑	↑	Computer	3
Computer User	↓	\$32.81	↑	↑	↑	Computer	3
Computer Network	↓	\$37.74	→	→	↑	Computer	4
Dental Hygienists	↓	\$50.24	→	→	↓	Healthcare	3
Security Managers	↓	\$67.95	→	→	→	Travel & Leisure	4
Security Guards	↑	\$19.56	↓	→	↓	Travel & Leisure	2
Bartenders	↑	\$20.76	↓	→	↓	Foodservice	2
Servers	↑	\$17.37	↓	→	↓	Foodservice	2
Cook	↑	\$16.20	↓	→	↓	Foodservice	2
Cashiers	↑	\$14.65	→	→	↓	Retail	2
Salesperson	↑	\$14.94	→	→	→	Retail	2
Home Health Aides	→	\$14.66	↓	→	↓	Healthcare	2
Dental Assistants	→	\$18.75	↓	→	↓	Healthcare	3
Childcare Workers	→	\$17.56	↓	→	↓	Healthcare	2
Stock Clerks	→	\$17.28	↓	→	↓	Retail	2
Delivery Services	↓	\$18.66	→	→	↓	Retail	2
Hosts	→	\$14.61	↓	↓	↓	Foodservice	2
Record, Health IT	↓	\$27.07	↓	↓	↑	Healthcare	3
Janitors	→	\$15.57	↓	↓	→	Travel & Leisure	2
Nursing Assistants	↓	\$15.77	→	↓	→	Healthcare	2
Tour Guides	↓	\$22.30	↓	↓	↓	Travel & Leisure	3

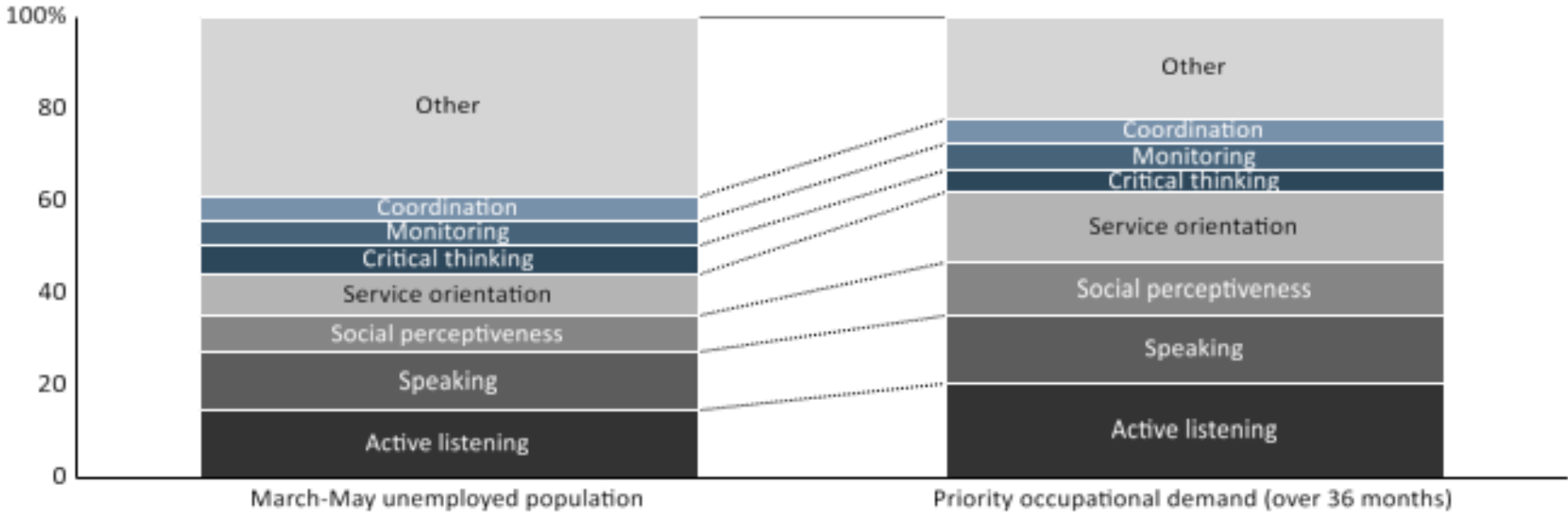


# Social skills are of greater relative importance for priority occupations compared to all recently lost occupations

WORKFORCE DEVELOPMENT

LABOR SUPPLY

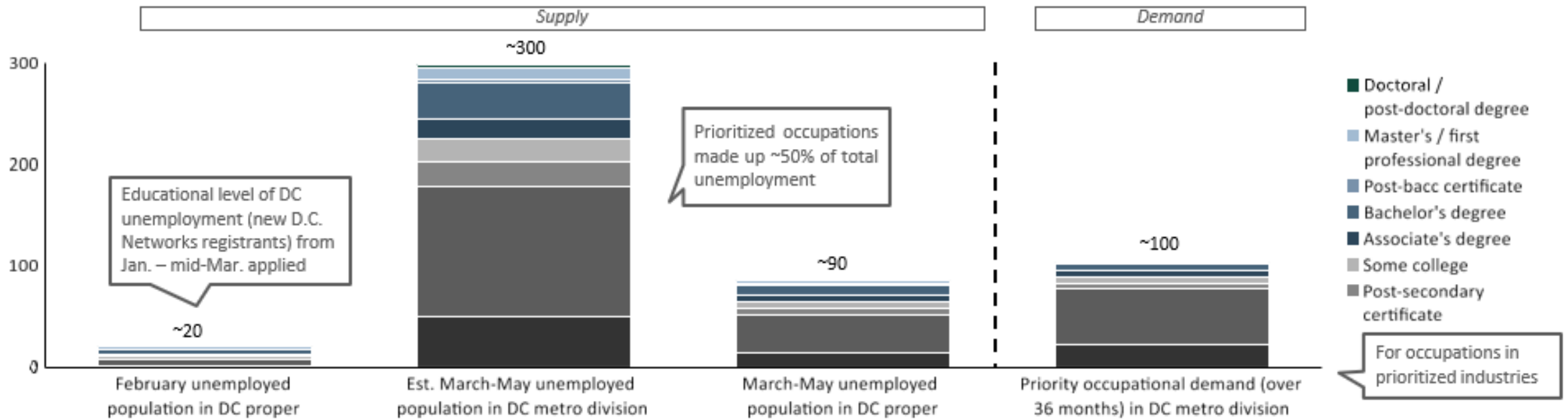
Count of most important work skills for occupations held by recently unemployed vs. most important work skills for priority occupations



Note: Unemployed population refers to those who filed unemployment in D.C. from 3/13 through 5/15; priority occupations based on forecasted demand from Dec. 2020 to Dec. 2023; "important work skills" refers to those ranked one standard deviation above mean importance in the O\*NET data; "Other" series include management of personnel resources, time management, reading comprehension, judgment and decision making, writing, persuasion, negotiation, instructing, complex problem solving, systems analysis, active learning, systems evaluation, mathematics, science, learning strategies, operations analysis, technology design, equipment selection, installation, programming, operation monitoring, operation and control, equipment maintenance, troubleshooting, repairing, quality control analysis, management of financial resources, and management of material resources.  
Source: O\*NET Skill ratings; DOES

# There is likely to be competition for entry- and mid-level jobs between the more highly educated workforce and less-educated residents

Estimated education attainment of recently-unemployed vs. educational requirements for in-demand occupations, K



Note: Priority occupations based on forecasted demand from Dec. 2020 to Dec. 2023; metropolitan division unemployment estimated by assuming the same ratio as metropolitan division employment to D.C. proper employment; D.C. Networks data used to calculate educational attainment of February unemployed population did not include information for residents with post-bacc certifications; educational distribution of D.C. Networks new registrants from 1/1 to 3/13 applied to total D.C. proper unemployment for February

Source: O\*NET Education, Training, and Experience ratings; DOES; D.C. Networks data

# Looking Ahead:

## Workforce recovery



- Compare **demand forecasts** to monthly DOES data to determine which scenario is closest in line with actual data



- Launch, analyze, and derive insights from **recent users' survey** to drive execution of hiring events and potential central job board



- Organize and **execute a series of hiring events** focused on priority industries to help mass connection of job-seekers to employers

## Workforce development



- Complete **training program assessment by occupation** and for **basic workplace readiness skills** to pinpoint any gaps; stand up additional programs to fill gaps if needed



- Build out remaining **occupational pathway maps** in context of industry pathways, to identify programmatic training requirements



- Conduct a **services support assessment** to identify any gaps in the most critical service support areas; identify actions to fill gaps



- Develop plan to **track (re)hiring trends** through unemployment data by education and employer survey to understand who and when employers (re)hire



- **Sequence programs** based on provider capacity (e.g., new programs), training time (e.g., >1 year), and labor demand models (e.g., fast recovering industries: Computers, Healthcare, Foodservice)

# Resources for Small Businesses

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**Kristi Whitfield**, Director, Department of  
Small and Local Business Development



2020 Dream Grants



DC Art All Night 2020: The Virtual Edition



District CBE Law Reform



Upcoming Events

# CBE Law Reform

- ☒ Weeding Out Non-Local CBE's
- ☒ Strengthening Prompt Payment Requirements for All CBE Subcontractors
- ☒ Protecting District CBE Spend

# Upcoming Events

- ☒ Business Development Lunch & Learn Series
- ☒ District Connect 2020
- ☒ Small Business Roundtable – CBE Law Reform (Tomorrow)

# Open Discussion

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## Q & A



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